

DDIS 58-0694
E.R. 10-1616
21/18

27 FEB 1958

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MEMORANDUM FOR: Director of Central Intelligence

SUBJECT: Pay for Supergrade Medical Officers

This memorandum contains a recommendation for approval of the Director of Central Intelligence. Such recommendation is contained in paragraph 5.

1. PROBLEM:

To provide equitable compensation for CIA supergrade Medical Officers consistent with salaries paid elsewhere in the Federal Government.

2. FACTS:

- a. CIA supergrade Medical Officers are classified in GS grades and, for GS-16 and GS-17, initially receive the beginning rates of these grades; subsequent in-grade salary increases are dependent upon the completion of prescribed time periods.
- b. Most Federal Medical Officers are paid under compensation systems other than the GS grades used by CIA. Medical Officer positions equivalent to the supergrade GS levels in the Army, Navy, Air Force, and the U. S. Public Health Service provide for compensation (including allowances) considerably higher than the GS grade pay schedules. (Tab A)
- c. The Medical Officer pay schedule established by Congress for doctors (civilian) of the Veterans Administration provides higher pay at levels which correspond to the GS supergrade levels followed by CIA. (Tab B)
- d. Other than the CIA's supergrade Medical Officers paid under the GS system, there are only nine such positions throughout the Federal Government. (Tab C)

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3. DISCUSSION:

- a. The Civil Service Commission recently raised the minimum pay of Physical Scientists and professional Engineers, in grades GS-06 through GS-17, to the top step of the grade. The Commission previously took similar action for Medical Officers GS-11 through GS-15. No action was taken by the Commission in behalf of supergrade Medical Officers GS-16 and GS-17 since the departments and agencies concerned (Tab C) did not request such action.
- b. CIA supergrade Medical Officer positions which would be affected by approval of policy to raise minimum pay levels are: one GS-17 in the Medical Staff, one GS-16 in the Office of Scientific Intelligence, and two potential GS-16's in the Medical Staff.
- c. CIA experience leaves no doubt that recruitment and retention problems pertaining to Medical Officers are as acute as for Physical Scientists and Engineers; pursuant to Civil Service Commission action the compensation of persons in these two latter groups is now set at the top step of the grade.
- d. Although CIA policy generally adheres to the pay schedules established by the Civil Service Commission, distinctive Agency requirements may be met by the Director's approval of such modification of the Commission's schedules as are deemed desirable in the Agency's interests.

4. CONCLUSION:

To compensate supergrade Medical Officers in CIA equitably, the same pay formula should be established for Medical Officers as already exists for Physical Scientists and Engineers.

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5. RECOMMENDATION:

That the top pay step in GS-16 and GS-17 be approved as the minimum pay of Medical Officers assigned to these grades.

/s/ Gordon M. Stewart

Gordon M. Stewart
Director of Personnel

ATTACHES:

- A - SG Levels for Army, Navy, Air Force, Public Health
- B - SG Levels of Veterans Administration
- C - SG Medical Officer Positions in other Agencies

COMMENTS:

Signed

MAR 4 1958

L. K. White

Date

Deputy Director (Support)

The recommendation in paragraph 5 is approved.

Signed

MAR 10 1958

Allen W. Dulles

Date

Director of Central Intelligence

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OP/PED/██████:ed (19 Feb 58)

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